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continuing next year; and further increases based on performance further increases, ranging from 1.5 to 2.5 percent to be implemented on the employee's anniversary date. A major focus of my budget recommendations relates to services for children and families. We must work to improve the quality of care for children who do not live in their own homes and who are the responsibility of the state, while continuing the emphasis on reuniting parents and children. Specifically, we are planning to significantly expand training programs and to strengthen support services for foster parents. Recruitment efforts will be stepped-up to assure quality placements. I am also including \$3 million to develop community services for children in order to take advantage of the planning and development strategies that evolved in Nebraska's application for funding from the Casey Foundation. The focus will be at the community-level where children and families are appropriately served. Further, I am submitting legislation as part of my tax cut proposal which would allow families with working parents to claim up to 25 percent of the federal income tax credit on their Nebraska tax return. Much time and effort have gone into the preparation of these proposals. Some difficult decisions had to be made...and were made. This is a budget designed to keep Nebraska moving forward; to bring improvement to the quality of education in our state; to broaden the range of opportunities for all our citizens; and to brighten the future of our children and for our grandchildren. You can look around the Chamber today and see the faces of these children for whom we are working. In my case, I have my daughter, Suzanne...perfect timing, and grandson, Taylor, who are with me today. There are Taylors in all our lives and Senator Carson Rogers has his Taylor with him today, his three-month-old grandson as well as his grandchildren, Michelle and Matthew. Senator Elroy Hefner has with him his grandchildren, Laura, Jason and Jill. I have here a newspaper photograph, Senator Robak's grandchild. I see Senator Bernard-Stevens has his son with him today, and, Senator Labeledz, I know you have enough nieces and nephews and grandchildren to fill this entire Chamber. (laughter) Our purposes and the commitments to the future are shared by my agency directors, Kermit McMurry and Bill McCartney, who have with them some of their children. And we can look up into the south balcony and see the faces of the third and fourth graders from St. Mary's School; fifth and sixth graders from Clare McPhee. Also joining us today are students from Pius X and students from Southeast High School. These young people represent all our children and our grandchildren...and their